



How to Capture Diverse Voices In a Community Process

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Goals for the afternoon

Experience
Appreciative Inquiry
and Open Space
Technology

Understand how to craft
An Appreciative Interview
Guide

Explore the connection between
strengths based approaches and
meaningful collaboration

Develop ideas about
how to apply strength
based approaches and
learn how to find out
more



Appreciative Interviews!

An easy
and fun
way to
discover
strengths



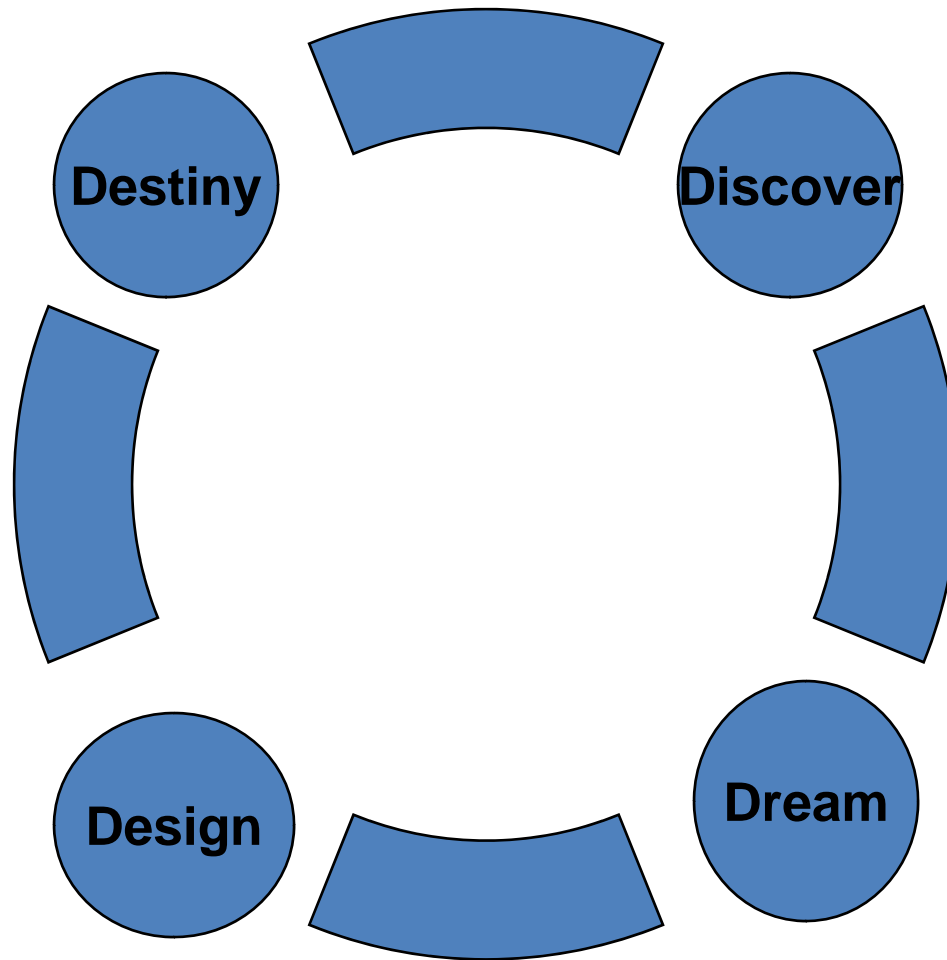
Appreciative Interviews

What did you notice about process?



What did you notice about themes, things that surprised or inspired you?

4 D Cycle of Appreciative Inquiry





Dream

**What would it be like
if we did more of what we do best?**

Design

What do we want to create?

**What organizational design
element would have the
most impact if we were to
make a change?**



Reflection

Learning comes from Reflecting

Reflect on process and
How you might use what you learn



Intermediate brain (paleopallium)

Limbic system

Emotions



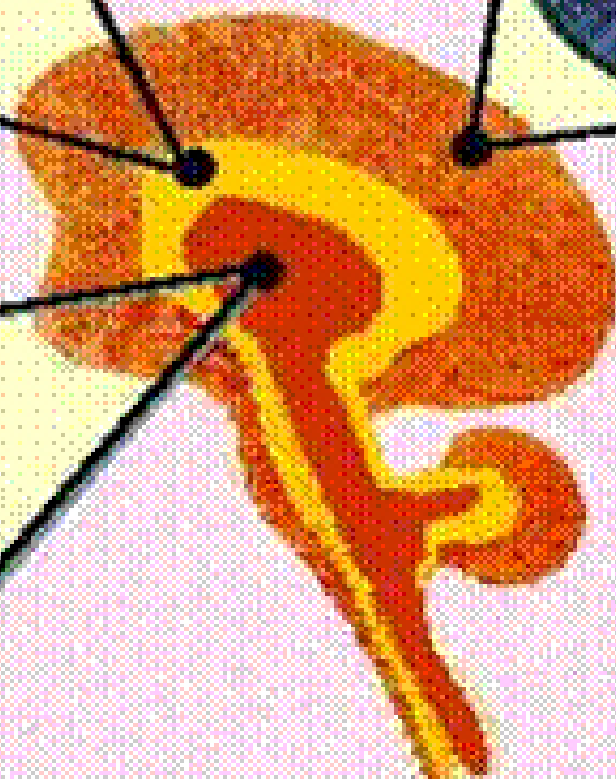
**Rational brain
Neocortex (neopallium)**

Intellectual tasks




Primitive brain (archipallium)

Self preservation, aggression



**What does
the brain
have to do
with it?**

A man with short, light-colored hair, wearing a dark suit, white shirt, and a patterned tie, stands outdoors. He is positioned on the right side of the frame, looking towards the camera. The background shows a building with large windows and a wooden fence or railing in the foreground. The text is overlaid on the upper left portion of the image.

Collective Intelligence is intelligence
that is infinite rather than fixed,
multifaceted rather than singular,
and belongs to everyone,
not just a few.

- Andy Hargraeves



Creating what we most want is fundamentally different than making bad things better. Creating is about bringing into being what most matters-the concrete results you most want to see exist.

-- Bruce Elkin



Open Space Technology

4 principles

Whoever comes are the right people

Whatever happens is the only thing that could

Whenever it starts it starts

Whenever it is over it is over

Law of 2 Feet

Butterflies

Bumblebees

Hosts

How could you use these techniques to encourage meaningful collaboration and increase impact as you work to fulfill your organization's/partnership's mission and goals?



Reflection

*Learning comes
from reflecting*

Share something
with a partner



Consider how you raise your own children. You motivate them by stressing the positives -- their strengths and assets -- and how they can utilize them to lead full, productive and healthy lives. You don't focus first on the negatives -- their deficits and needs. It's not smart psychology.

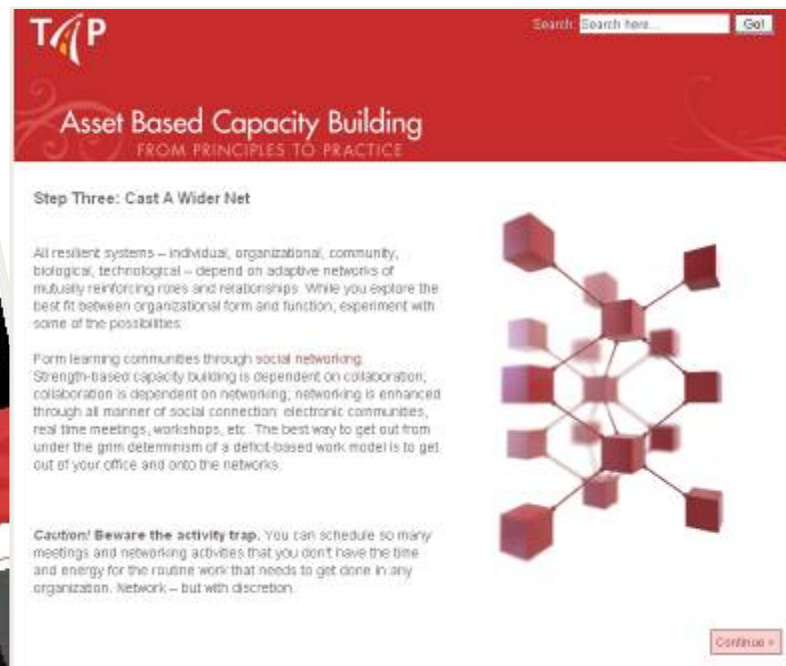
So why would running a successful organization be any different?

In this debut issue of TAP Tools, we present some practical applications of the principles of asset-based organizational capacity building. While there is no manual or "how to" cookbook on applying asset- and strength-based ideas to develop resilient, successful organizations, there are some basic ingredients that go into the mix and lessons learned from the experience of others.

For the research-based principles themselves and characteristics of resilient individuals, communities and organizations, read our Arizona Health Futures Center issue brief, *Resilience: Health in a New Key*. For lessons and advice on how to implement these ideas in their own organizations, read



"Our agency made the decision to put parents at the top of the organizational chart. It's made all the difference in the world."
- Executive Director, early education agency



Step Three: Cast A Wider Net

All resilient systems -- individual, organizational, community, biological, technological -- depend on adaptive networks of mutually reinforcing roles and relationships. While you explore the best fit between organizational form and function, experiment with some of the possibilities:

Form learning communities through social networking. Strength-based capacity building is dependent on collaboration; collaboration is dependent on networking; networking is enhanced through all manner of social connection: electronic communities, real time meetings, workshops, etc. The best way to get out from under the grim determinism of a deficit-based work model is to get out of your office and onto the networks.

Caution! Beware the activity trap. You can schedule so many meetings and networking activities that you don't have the time and energy for the routine work that needs to get done in any organization. Network -- but with discretion.



Continue >

TapsIhi.org/principles2practice.html

Reflection

Learning comes from Reflecting

